



MARATHON COUNTY EMPLOYEE NEWSLETTER

Keeping employees *connected* and *engaged*.

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A Recap Of 2018 And A Look Ahead To 2019 For Marathon County Government

Written by Brad Karger

A lot happens in Marathon County Government in a year, and 2018 was no exception. Here is a list of important milestones that I remember and I am sure that there are many more that could be added to this list:



1. In January, we conducted our 1st Martin Luther King Jr. "Day On" and that event was a resounding success!
2. University of Wisconsin - Marathon County was merged with UWSP creating "University of Wisconsin Stevens Point - Wausau."
3. The County adopted a new 5 year Strategic Plan which clarifies our unique role in the community and our work priorities for the next 5 years.
4. Most of our rural communities received new addresses under a uniform addressing plan and the remainder will be completed in the spring and summer of 2019. What will happen in the Town of Rib Mountain will depend upon the Wisconsin Supreme Court.
5. Marathon County and North Central Health Care partnered to open an employee wellness center where medical services are available to GHT medical plan participants free of charge.
6. A new County Board was seated and Kurt Gibbs was re-elected County Board Chair.
7. A renovation plan for North Central Health Care Campus was adopted by the County Board.
8. The County Board allocated 1 million dollars to a new revolving loan fund to be administered by MCDEVCO to support new business development and business expansion. The 1 million dollars the County provided was matched by a million dollars from the Alexander Foundation and another 1.2 million dollars in lines of credit from local banks creating a new 3.2 million dollar fund for gap financing.
9. A new Metallic Mining Ordinance was adopted by the County, as the State halted its mining moratorium and a mining company expressed interest in mining gold in the Town of Easton.

**The greatest
wealth is
health!**

10. Our Sheriff's Department adopted new approaches to dealing with the mentally ill, homeless and at-risk children. The new approach/philosophy surfaced in the form of CART, which teams police officers and mental health professionals and "Shop with a Cop" which paired police officers and at-risk kids that met a need and formed positive relationships.
11. We had several key leadership changes. Bill Duncanson retired and Jamie Polley was tapped to lead the Parks Department. Linda Weitz retired and Jonette Arms has taken over the leadership role of the ADRC-CW. Kathy Kainz retired from the County Clerk's Office and Barbara Stepan was promoted to the Assistant County Clerk's position. Last but not least, Peter Nievinski, aka "Payroll Pete" retired and Deana Jankowski was selected to fill the position.
12. A new drug court was started to help offenders overcome drug addiction.
13. CCIT guided us through two major software implementations— one involving land records and another involving the Sheriff's Department.

What do I see coming in 2019? Well it is a lot easier to go backwards and report what happened but I do have some ideas:

1. We are going to open a new aquatic therapy pool.
2. Expanding rural broadband access will become a major County initiative.
3. The Leadership/ Management Development Program will have a new look— more online learning, less classroom. But interdepartmental learning cohorts and mentors will remain.
4. We will receive the results of an inclusivity assessment conducted by the Wisconsin Institute of Public Policy and Service. Improving our inclusiveness will become a major point of emphasis.
5. We will conduct a workplace culture survey, consider the results and develop plans to improve our culture.
6. Process improvement will be the major thrust of a new Organizational Excellence Program Manager position including leadership development and IDEAS Academy.
7. The County Board will adopt a long term facilities plan that will establish a timeline for developing a new courtroom to accommodate a 6th judge, jail expansion, relocation of the highway department and parks department, etc.
8. The evaluation of a regional morgue will conclude with some recommendations about what partnerships it will take for such a facility to work financially.
9. We will continue to have a 6 to 8% turnover rate and that will likely include a few people in key leadership roles.
10. The secure detention facility will be filled much closer to capacity and the additional revenue will help us open a new police radio channel.
11. The new Governor and his new administration will budget additional funds for investments in child protection and transportation which will improve the County's financial situation.

In conclusion, 2018 was an awesome year in many ways and I see no reason that 2019 will not be even better!

2019 Pay For Performance—P4P
Discretionary Pay Increases

Reminder—discretionary pay increases will take effect Sunday, February 10th.

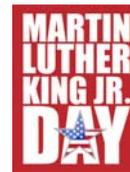
The March 8th paycheck will show any pay increase granted from the February 10th pay increase date.

IntelliTime system will not reflect the pay increases until the February 24th payroll.



Martin Luther King "Day On" January 21, 2019

Written by Brad Karger



On January 21, 2019, our County offices will be closed and many of us will be at the Center for Civic Engagement to learn about diversity, safety, history, languages and a range of other subjects. Not only will we be actively learning, but participants will be encouraged to meet and interact with County employees from another department. I am hoping that these interactions can involve more than just where you work and how long you worked for the county. At lunch, I will be encouraging participants to share the events that shaped their lives and their hopes and dreams for the future, with other county colleagues. Far from dreary, this day is going to be both fun and meaningful. But, like most everything, you will get out of it what you put into it.

Different events will be running concurrently in 5 locations. At UWSP-Wausau, Center for Civic Engagement we will be using the Theater, Wilson Library, Black Box, and Sonnentag Room. Within easy walking distance, assuming the weather cooperates, is our 5th site, East Gate Hall in Marathon Park.

See Page 4 of the Newsletter for the agenda for the day.

In the theater, we can host the largest audiences and we tried to place the programs of the most general interest:

- ◆ We will start the day with a speaker, Steve Bench, who will help us better understand how we can strengthen our culture by better understanding generational differences. (Steve came to us highly recommended by Jim Griesbach who saw him speak at the State Highway Conference and Jim said he was great!)
- ◆ Next on tap is Andrea Huggenvik, of the YWCA-Wausau, she will help us all learn that we all have biases and what we can do to be more self-aware and put those biases aside and not let them negatively impact our public service.
- ◆ After lunch, Yengyee Lor, leadership consultant, will be speaking on interactions among people from different racial group. (Yengyee used to work for the County as a Social Worker before she started her consulting business.)
- ◆ History Professor Brett Barker will help us understand the history of the civil rights movement in Wisconsin. Often times, before you can really know where you are going, you need to know where you have been. Brett will help us understand current issues in a historical context.
- ◆ Closing out the day, Political Science Professor Eric Giordano will report out his findings with regard to a survey and focus groups of County employees with regard to our level of inclusiveness. We are going to take these results and build plans to make sure that everyone feels both included in their work groups and is engaged in their work. (For me "inclusion" means that everyone would feel safe to be their genuine self and be accepted.)

In the other rooms the opportunity will exist to learn to speak a few words in Hmong and Spanish, meet a Mennonite Bishop from Western Marathon County and learn about his life and culture, and there is a broad array of safety programs including:

- ◆ Cyber Security
- ◆ CPR
- ◆ Preventing Escalation
- ◆ Secondary Traumatic Stress

If you are interested in donating blood, the Red Cross will be onsite conducting a blood drive.

Lunch will again be a mass feeding exercise, featuring pizza from Politos. During the lunch hour we will be entertained by the UWSP-Wausau Theater Students in a performance designed to increase understanding and sensitivity to mental illness.

MARK YOUR CALENDAR: This is going to be an important day! A large group of County employees gathered together to expand our capacity to serve others.

Martin Luther King “Day On” – January 21, 2019

EAST GATE HALL
MARATHON PARK

SONNENTAG ROOM

BLACK BOX

WILSON LIBRARY

THEATER

TIME

7:30 AM to 8:15 AM						Coffee and Continental Breakfast
8:30 – 9:15 AM	Welcome – Brad Karger Multi-Generational Workforce- Steve Bench		Cyber Security- Gerry Klein	Focus on Ability- not Disability- Jane Reilly-Smith		Sexual Harassment – Frank Matel, Sue Fox, Mary Jo Maly
9:20 – 10:20AM	Keynote – Andrea Huggenwik, Executive Director – YWCA- Wausau – Implicit Bias		Preventing Escalation- Matt Bell	Whole Health for Life- Jessica Hennessey, Tomah Veterans Administration		Sexual Harassment – Frank Matel, Sue Fox, Mary Jo Maly
10:30 – 11:30 AM	What Are My Biases? How Can I Be More Aware of Them and Not Let them Guide My Public Service – Andrea Huggenwik	Learn to Speak a Few Words in Hmong as a Sign of Respect - SWITS	CART- Law Enforcement and Mental Health Professionals Working With Mentally Ill Clients - Megan Sowinski	Aging in Marathon County, What do we have to look forward to? – Jonette Arms		CPR-American Red Cross Blood Drive- American Red Cross
11:30 AM – 12:45 PM						Lunch- American Red Cross (Pizza) Entertainment- Feature on Mental Illness by UWMC Theater Students
1:00 – 2:00 PM	The Raw Truth of Association by Color--Yengyee Lor	Learning a Few Words in Spanish as a Sign of Respect - SWITS	Plain Clothes People in Marathon County- Miennonite Bishop Enos Martin	Secondary Traumatic Stress – Julie Jensen, Social Services		Blood Drive- American Red Cross First Aid- American Red Cross
2:15 – 3:15 PM	History of the Civil Rights Movement in Wisconsin- Professor Brett Barker		Hmong Women Leadership-it's Rise and it's Challenges- Yengyee Lor	Crisis Response Team- Critical Incident Stress Services of Wausau-- Gary Yeast		Blood Drive American Red Cross CPR-American Red Cross
3:30 – 4:30 PM	The Changing Face of Marathon County Government (Maikou Yang, Chue Thao, Jonette Arms, Kelly Hanousek) Results of Marathon County Government Inclusivity Audit- Professor Eric Giordano		Minority and Women Owned New Business Development- Vicki Resech and May yer Thao	Communicating Through an Interpreter-SWITS		Blood Drive- American Red Cross First Aid- American Red Cross Blood Drive- American Red Cross



Winter Safety Tips and Tricks

With winter quickly approaching, it's a perfect time to prepare employees for icy conditions. Let's prevent accidental slips, trips and falls from the Wisconsin ice and snow, and safely operate winter-specific equipment, so all employees can make it home

'Walk Like A Penguin' ❄️

To prevent falling during slippery conditions try to 'walk like a penguin' by:

- Wearing treaded footwear that provides traction. Bring shoes to change into once inside
- Point arms down at an angle and feet slightly outward
- Do not place hands in pockets and limit what you carry to provide better balance
- Keep knees slightly bent and center of gravity over your front leg
- Take slow, short steps or shuffle to increase traction



❄️ When at Home

- To prevent shoveling injuries, try pushing the snow with short strokes instead of lifting. Use your legs and not your lower back to move the shovel
- Sprinkle non-clumping cat litter or sand on icy patches for better traction and salt for melting ice

Snow blowers commonly cause lacerations or amputations when operators try to clear snow from the discharge chute or debris from the auger/collectors.

- Turn off Engine (unplug electric models)
- Wait for all moving parts to stop
- Use snow clean-out tool or broom handle to remove clogs
- NEVER place hands or feet near auger/impeller or in the discharge chute

Traveling ❄️

Share the road with snowplows and remember to:

- **Be patient**, snowplows are working to improve road conditions
- **Stay back** at least 200 feet
- **Stay alert** for frequent turns, exiting and driving over centerlines
- **Slow down** to a safe speed for icy and snowy conditions

Other tips to remember while driving:

- Clear snow and ice from your vehicle's windows, front and rear lights, roof and hood
- Allow extra time and following distance. Most crashes are due to vehicles going too fast for existing conditions
- Keep a safe distance behind large trucks as they may block the view of the road and pieces of ice may blow off the top of commercial trucks
- Remember bridges and overpasses can be slippery, even if adjacent roads are in good condition

❄️ Salt Truck Auger Safety

Worker's hands and clothing can be caught by unguarded, rotating machinery leading to serious injuries or death. Snowplow Drivers Die When Caught in Auger of Salt Spreader:

- December 2004: Driver died after his clothing became entwined around a rotary auger in the dump body when trying to free ice or salt clumps from the auger
- November 2010: Driver died while servicing a salt spreader truck and became entangled in the auger
- February 2018: Worker died after he climbed into the dump truck bed carrying salt and slipped into the auger

Recommended Safe Practices:

- Keep guards on all rotating machinery
- Stop all motion before maintenance or clearing jams: powertrain shafts, conveyor belts, augers
- Ensure workers are trained to recognize hazards associated with working around exposed rotating parts
- Implement an effective Lockout Tagout program that identifies and addresses the hazards associated with rotary machine parts and includes all the manufacturer's recommendations for safe machine handling
- Inspect equipment after maintenance procedures to ensure guards are replaced before equipment is operable

The 2019 Organizational Culture Survey Is Coming!

Culture surveys will be distributed on Tuesday, February 19 and remain open until Friday, March 8. The survey is your opportunity to provide feedback on where our organization is strong and on areas where you believe we can improve. To learn more about the survey, how we learn from it, and how we translate what we learn into positive organizational change, attend one of the educational roll-out sessions. Dates for the presentations will be announced shortly!

What Should You Do If You Have A Work-Related Injury OR Illness?



Step 1: Notify your supervisor immediately.
If life threatening, call 911 immediately.

Step 2: Should you require OR if you are considering medical treatment, contact the worker's compensation Nurse Triage Line at **844-891-6020** who is available 24/7. It is recommended that you contact the nurse triage line before leaving the job site when possible. The Nurse Line will obtain pertinent information, guide you to appropriate care and contact your supervisor and Employee Resources Department. You must also complete the County's workers compensation injury and illness report form.

OR

If you do not anticipate needing medical treatment, just complete the County's workers compensation injury and illness report form.

Step 3: If external treatment is necessary, the Triage Nurse will notify the medical facility that you will be arriving.

Step 4: Obtain a doctor's slip to return to work with or without restrictions or to be off work. Provide the doctor's slip to Employee Resources and give a copy to your supervisor.

Step 5: You must follow medical restrictions at all times during work and off work hours. If you feel a job assignment is not within your restrictions or causing you problems, you should talk to your supervisor immediately. Workplace safety is both an employee and employer responsibility.



Questions: Contact Sharon Hernandez
Employee Resources Department
715-261-1457

Top 3 Tips For Preventing Back Injuries

1. **Proper Lifting Techniques:** When your job requires you to lift or carry a heavy object, lift with your knees and tighten your core muscles.
2. **Make Exercise Part Of Your Daily Routine:** It's important to keep an ideal healthy body weight to keep the minimum amount of stress off your back.
3. **Listen To Your Body:** If you are required to lift heavy objects and feel that you honestly cannot lift a certain object, ask for help.

A Surprise Wellness Gift!

by Risk Manager, Mary Jo Maly

Mary Dunn, Veteran's Affairs Office, was pleasantly surprised when Health Coach, Asia Bay, and Wellness Team members presented her with a surprise wellness gift! On behalf of GHT, Mary received a Nueske's apple smoked ham for achieving the most wellness points in the 2018 Wellness Program! This was a surprise wellness incentive provided by GHT to the employee who earned the most wellness points during the 2018 wellness program.

Mary successfully accrued 7,700 Points! When asked about her motivation, Mary said:

"I earned my 3000 points and realized that wellness doesn't just stop when you meet the incentive. So I decided to try and complete every wellness activity that I could do throughout the year. I went for the walks, did the challenges, attended the lunch and learns, and went to wellness hours every month".

Way to Go, Mary for going the extra mile! While the extra points were not required, GHT and Marathon County appreciate your commitment to your health. We congratulate you on your efforts!



Members of the Marathon County Wellness Team present Mary Dunn with a surprise ham from GHT for achieving the most points in the 2018 Wellness Program.

Back Row: Lynda Lambert, Shawn Schnelle, Sue Fox, Health Coach, Asia Bay, **Mary Dunn**, Mary Jo Maly and Michael Lotter

Front Row: Toshia Ranallo, Becky Bogen-Marek

Summary Of 2018 Wellness Program Participations

We are also pleased to announce that the 2018 Wellness Program's participation increased by 15% from 2017. There was a total of 385 initial participants with the following number of employees meeting the following incentive levels:

355 Met BRONZE level* → 77 Met SILVER level → 231 Met GOLD Level

(all silver and gold level participants are included in Bronze participation)*

Employees who qualified for an 2018 Wellness Program Incentive should have received their "gift card" from GHT.

If you have not received your "incentive" gift card incentive, please contact Any Wald, GHT at 1-800-236-6885..

This does not include Gym Membership reimbursement by end of February.

Congratulations to everyone who participated and met your wellness goals.

We hope you enjoyed the Program and most importantly,

learned new ways to achieve a healthy lifestyle.

We look forward to your participation in the 2019 Wellness Program!



*Asia Bay, Health Coach
& Wellness Coordinator*

2019 Employee Wellness Program



Getting Registered for the 2019 Employee Wellness Program:

Employees that did not complete the 2018 wellness program will need to email the health coach, Asia Bay at Health.Coach@co.marathon.wi.us to get set up in the wellness portal.

If you completed the 2018 Employee Wellness Program, you will not need to register in the wellness portal. Your wellness portal will switch over to the new program on 1/2/2019.

New Ways to Earn Points:*

- ◆ Completing your Annual Exam at the Employee Health and Wellness Clinic for Bonus Points. (October 1st, 2018 - October 31st, 2019)
- ◆ Completing a Non-Preventative Wellness Clinic Visit.
- ◆ Completing 8 Group Fitness Classes in 12 weeks - **Anywhere****
(We still plan to hold an onsite Yoga Class for those interested, must meet minimum requirements to continue to hold classes)
- ◆ Completing a 2019 Community Supported Agriculture (CSA) - **Anywhere****
(We still plan to hold an onsite CSA with 10 participants or more)
- ◆ Completing Physical Fitness Community Events - **Anywhere****
- ◆ Working on a Chronic Condition Management with a qualified professional. Options are shown in the portal.

For further information please see the 2019 Employee Wellness Flyer.

***All activities listed above must be between 1/1/2019-10/31/2019 unless marked otherwise.**

**** Must complete activity by submitting or self reporting on the wellness portal. Please read all instructions on the wellness portal come 1/2/2019 for these activities.**

STEP 1: Biometric Screening Dates: January 1st - March 22nd, 2019

All Marathon County Employees participating in the 2019 Employee Wellness Program **must complete the Biometric Screening step of the wellness program by March 22nd, 2019** to be eligible for any of the wellness incentives. A biometric screening is a FREE screening provided onsite at various Marathon County locations and at the Employee Health and Wellness Center.

The screening involves height, weight, pulse, blood pressure, and a fasting blood draws to collect a full lipid panel and glucose.

This Wellness Screening is worth 100 points

Please schedule your onsite screening in the Wellness Portal at:

<http://www.managewell.com>

2019 Marathon County Employee Wellness Program



5 Step Wellness Qualifier Package

Follow these 5 easy steps on your personal wellness portal to earn the health insurance premium incentive.*



Step 1:

Sign up for a biometric screening between January 1st - March 22nd.

If you did not register for an account in the wellness portal in 2018, please contact your Health Coach, Asia Bay, at Health.Coach@co.marathon.wi.us or 715.847.2000 x21611.

Biometrics completed through an onsite screening, at the Marathon County Employee Health & Wellness Center, or your Primary Care Physician between 10/1/2018 - 3/22/2019 may satisfy this requirement.



Step 2:

Complete the online health assessment between April 1st - April 30th



Step 3:

Schedule your first appointment to meet with the Health Coach between May 1st - July 31st.



Step 4:

Schedule your second appointment to meet with the Health Coach between August 1st - October 31st.



Step 5:

Earn an additional 600 points by October 31st

*Must be a Marathon County Employee Health Plan Subscriber to earn this incentive. If you are a Non-Health Plan Subscriber, you would instead earn a \$50 gift card for completing the 5 steps listed above. Must be an employee on 12/31/2019 to receive any wellness program incentives.



January Lunch & Learn Staying Active in the Winter

Marathon County Employee Wellness Program

January 23rd, 2019
12:00-1:00 pm
Theater at North Central
Health Care



Lunch & Learn Presenters:

- Jamie Polley - Parks, Recreation & Forestry Director

Join us **January 23, 2019** from 12:00-1:00 pm in the Theater at North Central Health Care for a wellness lunch and learn presentation on staying active in the winter in Marathon County.

Are you looking for something to do this winter either by yourself or with friends and family? Look no further than what is around you here in Marathon County. This lunch and learn will touch on many of the different activities that Marathon County has to offer. We will focus on the current season but there will also be a brief overview of year round activities. Activities that are available range from passive to active activities and free or fee based. There is something for everyone to enjoy, come to find out what you can do this season.

2019 Employee Wellness Program: 50 Points

Wellness Lunch and Learns: Attend a wellness lunch and learn to learn about a wellness topic.

Marathon County Wellness Focus: Physical Activity

Regular physical activity can produce long-term health benefits such as: preventing chronic diseases such as heart disease, cancer, and stroke, controlling weight, making your muscles stronger, promoting strong bone, muscle, and joint development, improving sleep, Increasing your energy, relieving stress, and increasing your chances of living longer.

If you are attending this lunch and learn during your normal work hours, you must obtain approval from your supervisor and use a 1/2 hour unpaid lunch period.

5 TIPS

for a healthy winter

This winter, you could either indulge in cookies and hibernate on the couch or savor a bowl of vegetable soup and take a walk in your coziest jacket. Here are some tips to help you stay on a healthy course this season.

1. Winterize your exercise.

Walking, jogging, and biking are great cardio activities year-round. In the winter, cross-country skiing, ice skating, and snowshoeing are fun alternatives. If it's too cold and icy outside, bring your workout indoors. Go to the gym, walk at the mall, swim in an indoor pool, join a dance class, or try an exercise video at home.

2. Stay warm out there.

Before going outside, bundle up in loose-fitting layers. Make the innermost layer a moisture-wicking fabric (not cotton). Add a water-resistant coat and shoes, plus a warm hat and scarf. Don't forget your mittens, which are warmer than gloves.

3. Beat the winter blues.

For some people, the gray days of winter translate into a gloomy mood. To boost your spirits, stay socially engaged and physically active. Watch for signs of winter depression, such as a down or hopeless mood, low energy, overeating, oversleeping, and social withdrawal. If you think you might be depressed, talk with your doctor about treatment.

4. Veg out the right way.

Shop for colorful, healthy, in-season fruits and vegetables. Clementines are packed with vitamin C, bananas are loaded with potassium, and sweet potatoes and winter squash are rich in vitamin A.

5. Get tough on germs

Reduce the spread of germs that cause colds and flu. Wash your hands often for about 20 seconds. Soap and water are best, but if they aren't available, use an alcohol-based hand sanitizer.



A New Year Resolution — Exercising More!

By Sherry Gatewood



“Exercising more” is usually on the top of the list for New Year’s Resolutions. If that is yours, have a plan that is sustainable and fun for the whole year. Here are some tips on making your resolution through to the end of 2019 while benefiting your heart and health.

Exercise helps your heart. Your heart is a muscle, and it gets stronger and healthier if you lead an active life. It’s never too late to start exercising, and you don’t have to be an athlete. Even taking a brisk walk for 30 minutes a day can make a big difference. You will also experience benefits even if you divide your time into two or three segments of 10 to 15 minutes per day. Once you get going, you’ll find it pays off.

Regular exercise helps you. It helps you to burn calories, lower your blood pressure, reduce LDL “bad” cholesterol, and boost your HDL “good” cholesterol. People who don’t exercise are almost twice as likely to get heart disease as people who are active. It can also help to manage disease.

Improve your exercise habits. First, think about what you’d like to do and how fit you are. What sounds like fun? Would you rather work out on your own, with a trainer, or in a class? Do you want to exercise at home or at a gym? Do a variety of activities you enjoy. In addition, remember, there is no rule that says you have to go to a gym or buy equipment.

Find an exercise buddy. If you exercise with a spouse, friend, or coworker, you will be more likely to stick to it.

If you can, exercise first thing in the morning to prevent interruptions or excuses. Or, exercise on your way home from work, without going home first. Once you get home, it can be hard to go back to the gym. If the weather cooperates, make exercise a part of your everyday tasks by walking or biking to and from work. I have some snow pants and winter boots to tolerate the cold weather without excuses.

You can change a few small things to get in more steps/movement. Have walking meetings at work, take the stairs when you can, and park further away from the building. All of these things will make a difference for your heart.

Log or track your activity. Doing this can make it a game and allow you to see your progress. Consider a Fit Bit or download a free app to your smart phone.

For example: <https://www.mapmyfitness.com/>.

Reward yourself! Experts say that making behavior changes is hard, and rewards motivate. So decide on a goal and a reward, and work toward it. You might buy yourself a video you have wanted after you stick to your fitness plan for one month, or buy new walking shoes when you achieve 5,000 steps a day. Do what works for you. If you are getting bored with your exercise routine, try something new. Signup for a new class, find a free workout on the internet, or dust off your snowshoes, ice skates, or sled and get outside for some fun this winter!

Employee Health &
Wellness Center

1100 Lakeview Dr,
Wausau WI

North Central Health Care
Campus, Door 25

Schedule An Appointment
715-843-1256 OR
MyAspirus.org

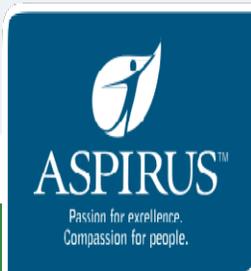
Clinic Hours

Mon, Wed & Fri —

8:00 am to 4:30 pm

Tues — 6:30 am to 3:00 pm

Thurs — 10:00 am to 6:30 pm



**You should consult your physician or other health care professional before starting a new fitness program to determine if it is right for your needs – especially if exercise is new for you. If you experience faintness, dizziness, pain or shortness of breath at any time while exercising, you should stop.*

Shop With A Cop

On Sunday, December 2, 2018, employees from across all five divisions of the Marathon County Sheriff's Office participated in the **1st annual Shop with a Cop event** at Walmart in Rib Mountain. Shop with a Cop is a nationwide initiative that pairs law enforcement officers with area children in need. Together, the deputy/officer and child shop and select a special toy or gift for the child and then shop for basic necessities for the family.

Bringing the Shop with a Cop program to Marathon County was the idea of Corrections Officer Melissa Myszka. Melissa came to Marathon County after having worked for the Fond du Lac County Sheriff's Office, where she had participated in Shop with a Cop in previous years.

Officers from multiple law enforcement agencies (state, county, and municipal) participated in the event.

[Click here](#) to read the full story that was including in the Wisconsin Central Times News.

5th Annual Battle Of The Badges Softball Tournament

The 5th Annual Battle Of The Badges Softball Tournament was held in September and raised \$10,000 for the Wisconsin State Firefighter Memorial in Wisconsin Rapids. About a dozen teams hit the field for the event. The Wausau Police Department won the tournament!

Way to go to all the law enforcement teams that participated. Looking forward to another great year in 2019!



Article Deadline for the March-April newsletter is

Friday, February 15, 2019

Please send your newsworthy information to

Sharon Hernandez, Employee Resources Department

sharon.hernandez@co.marathon.wi.us

**THE 5th ANNUAL
MARATHON COUNTY
CHILI CHALLENGE
On NATIONAL CHILI DAY!**



THURSDAY
FEBRUARY 28, 2019
EMPLOYEE RESOURCES
CONFERENCE ROOM
11:00 A.M. TO 1:30 P.M.

***\$5.00—per bowl or taste test all chili's
and vote! Additional Votes: \$1.00 each***

*Condiments included are: Crackers, Cheese, Sour Cream
Chopped Onions, Bread & Butter, Bottle of Water & Dessert
Sign Up in Employee Resources to donate condiments*

Make a donation

The proceeds will be donated to: American Heart Association.
Questions? Contact Dean Stratz 1466 or Mary Palmer 1401



New Hires In November and December

Kendra Pergolski, Administrative Specialist, Highway, Hired 11/5/18

Rebecca Blado, Library Assistant, Library, Hired 11/5/18

Jeremy Schafer, Maintenance Technician, Highway, Hired 11/5/2018

Adam Wegner, Maintenance Technician, Highway, Hired 11/05/2018

Ryan Milbeck, Maintenance Technician, Facilities and Capital Management, Hired 11/19/2018

Julie Gadke, Social Services Professional, Social Services, Hired 11/19/2018

Michael Evon, Lead Maintenance Specialist, Sheriff's, Hired 11/19/2018

Kelly Peterson, Library Page, Library, Hired 11/19/2018

Sunny Slade, Library Page, Library, Hired 12/3/2018

Travis Jensen, Senior IT Specialist, District Attorney, Hired 12/3/2018

Christian Parker, Custodian, CW Airport, Hired 12/5/2018

Kathleen Lambert, Social Services Professional, ADRC-CW, Hired 12/17/2018

Nicole Diedrick, Social Services Professional, Social Services, Hired 12/17/2018

Robert Mayer Jr, Administrative Coordinator, Treasurer, Hired 12/17/2018

Ryan Flowerette, Communications Specialist, Sheriff's, Hired 12/17/2018

Jamie Miller, Corrections Specialist, Sheriff's, 12/31/18

Dominique Swangstu, Planning Specialist, Conservation Planning and Zoning, 12/31/18



Service Anniversaries In January and February

45, 40 & 35 Years Of Service—None

30 Years Of Service

Gregory Freix, Parks & Recreation Manager, Park Recreation & Forestry, Hired 1/9/1989

Daniel Marsolek, Deputy V, Sheriff's, Hired 1/23/1989

Cary Pellowski, Law Enforcement & Corrections Supervisor, Sheriff's, Hired 2/9/1989

Judith O'Keefe, Administrative Coordinator, Social Services, Hired 2/20/1989

25 Years Of Service

Michael Lechleitner, Detective II, Sheriff's, Hired 1/3/1994

Kim Uttech, Administrative Supervisor, Clerk of Courts, Hired 2/7/1994

Thomas Kijak, Maintenance Specialist, Highway, Hired 2/28/1994

20 Years Of Service

Melody Sodke, Administrative Coordinator, District Attorney, Hired 1/4/1999

Tom Pospyhalla, Law Enforcement & Corrections Specialist, Sheriff's, Hired 1/5/1999

John Bangart, Maintenance Supervisor, Highway, Hired 1/18/1999

Gerald Cartwright, Senior Maintenance Specialist, CW Airport, Hired 2/8/1999

Debra Brown, Law Enforcement & Corrections Coordinator, Sheriff's Hired 2/21/1999

Philip Weber, Maintenance Specialist, Highway, Hired 2/22/1999

Pamela Steffen-Karls, Social Services Specialist, District Attorney, Hired 2/24/1999

15 Years Of Service

Jaelyn Seliger, Communication Specialist, Sheriff's, Hired 2/16/2004

Jerome Minton, Custodian, Facilities & Capital Management, Hired 2/18/2004

10 Years Of Service

Brandon Stroik, Deputy III, Sheriff's, Hired 1/6/2009

Sheng Lao, Law Enforcement & Corrections Specialist, Sheriff's, Hired 1/26/2009

Rodney Burda Jr, Maintenance Specialist, Highway, Hired 2/9/2009

Randy Ludovic, Maintenance Supervisor, Highway, Hired 2/9/2009

James Fredericksen, Senior Technician Maintenance Professional, CW Airport, Hired 2/23/2009

Thomas O'Neill, Library Manager, Library, 2/23/2009

Brenda Kochanowski, Social Services Professional, ADRC-CW, Hired 2/27/2009

5 Years Of Service

Justin Borski, Deputy II, Sheriff's, Hired 1/6/2014

Audrey Jensen, Treasurer, Treasurer's Office, Hired 1/6/2014

Nathan Kauer, Law Enforcement & Corrections Specialist, Sheriff's, Hired 1/6/2014

Megan Sowinski, Deputy II, Sheriff's, Hired 2/3/2014

Vicki Kowalski, Public Health Professional, Health, Health, Hired 2/16/2014

David Hagenbucher, Waste Management Supervisor, Solid Waste, Hired 2/17/2014

Marchette Kaminski, Public Health Assistant, ADRC-CW, Hired 1/17/2014

Andrew Thurs, Law Enforcement & Corrections Specialist, Sheriff's, Hired 2/17/2014

Mary Winchell, Custodian, Facilities & Capital Management, Hired 2/17/2014

Linda Jagla, Public Health Assistant, ADRC-CW, Hired 2/18/2014





Marathon County
Employees & Families
Are Invited To A



“NIGHT OF TUBING” At

SYLVAN TUBING HILL - 1329 Sylvan St, Wausau

SUNDAY, JANUARY 20, 2019, 6:00 PM – 9:00 PM

For The First 250 Total People Who Plan To Tube

And Their Signed Registration Slips Are Received In Administration

We Will Let Departments Know When We Reach 250

The County Association is sponsoring a “Night of Tubing” for Marathon County employees and families “free of charge”! There will be concessions available for purchase in the Chalet: hot dogs, pizza, nachos, soft pretzels, chips, candy and granola bars, hot chocolate, coffee, soda, water, and more.

Inner tubes are provided at the hill, which has a tow system to pull you back up to the top again and again! NO personal equipment such as skis, snowboards, saucers, sleds, plastic flyers or inflatables are allowed. All people tubing Must Be 42” Or Taller in order to tube. NO double-riding, one rider per tube, NO sitting on a parent’s lap – 42” is firm!

We need an approximate count for the Parks Department so they are able to provide enough food for concessions (**special dietary carry-ins allowed only**). See instructions below.

Check-In At Chalet Is Required!

Everyone Who Attends Must Have A Signed Waiver On File

Return The Completed Registration & Waiver Form Found On The
Following Page To Mary Palmer, County Administration

By 4:30 PM On Thursday, January 17, 2019

Night Of Tubing Registration & Waiver Form

Employee Name (Please Print)

Department

Phone Number

I will attend the January 20, 2019, "Night of Tubing" and will be bringing the following guests:

Total Number Attending The Event: _____

Number Tubing

Number Not Tubing

42" up to age 13 _____

Up to age 13 _____

Age 14 and over _____

Age 14 and over _____



**All Attendees 18 Years Or Older Must Sign The Below Waiver Form
Any Attendee(s) Under 18 Years Old Must Have
Their Parent Or Legal Guardian Sign The Below Waiver**

Please read and sign the waiver:

If additional space is needed, add to bottom of form or use additional registration sheet.

I am voluntarily participating in this event and agree to indemnify and hold harmless the City of Wausau and Marathon County from any and all liability from claims of bodily injury, property damage, death or from any other nature whatsoever arising from this event/activity, or from the use of Wausau or Marathon County properties and equipment.

Attendee Name (Print)	Employee OR Guest	Under 18	Attendee's Signature If 18 Years Or Older	Parent Or Legal Guardian Signature If Under 18
	E / G	Yes / No		
	E / G	Yes / No		
	E / G	Yes / No		
	E / G	Yes / No		
	E / G	Yes / No		
	E / G	Yes / No		
	E / G	Yes / No		

**Return The Completed Registration & Waiver Form
To Mary Palmer, County Administration
By 4:30 PM On January 17, 2019
All Attendees Must Complete A Waiver Form**

Questions? Call Mary at 261-1401 or Sharon Hernandez at 261-1457